

Maternity Leave Guidelines – Non-CA Employees Effective January 1, 2024

Congratulations on your soon to be new family member! Pregnancy disability leave is the most common type of leave and specific benefits do apply, that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" maternity leave process and the timing involved. Your leave of absence will be unique to you, but this guide will provide information that applies to most maternity leaves of absence.

When Your Leave Begins

Your leave will begin when it has been approved by HR or when your physician certifies that you are unable to work due to your pregnancy. Please report your need for a leave a minimum of 30 days before your expected Due Date. It is common to begin pregnancy leave up to 1 week prior to delivery; however, some employees do work until the actual due date.

Specifics for Pregnancy Leave

You will normally be considered disabled by your physician for 6 weeks after the birth of your baby, regardless of the time you were out prior to delivery (if at all), and in some cases longer with certification from a doctor. While you're disabled, depending on your resident state, you may be eligible to receive disability.

Healthcare Benefits While On Leave

Your benefits will remain unchanged for up to 4 months and the normal employee portion of the benefits cost will apply. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA. If you are currently enrolled in Premier benefits, you will be required to pre-pay your premium contribution for the time of your leave prior to last day worked.

If you want to add your new child to Premier Talent Partners benefits (medical / dental / vision / life) or make other changes to your benefits, please log-in to **UKG** within **30 days of your baby's birth**.

Don't forget to take advantage of your UHC Employer Assistance Program (EAP) benefits.

Call UHC EAP: [1-866-302-4480](tel:1-866-302-4480) or liveandworkwell.com; access code **LIFEBENSVS**



How You're Paid While On a Maternity Leave

CALENDAR DAYS 1-7

You have the right to access any unused accrued sick time (if eligible) or go without income.

STARTING DAY 8

- Depending on your resident state, you may be eligible to receive disability income up to 60% of your weekly earnings. The maximum benefit will vary depending on your state.

EXAMPLE OF PAYMENT WHILE ON PREGNANCY LEAVE:

Time Period (Calendar Weeks)	Compensation	
If you are enrolled in Premier benefits when your baby is born, your newborn is covered under mother's medical plan for 30 days.		
Week 1 (Calendar Days 1-7)	Disability Waiting Period Starts	You have the right to access any unused accrued sick time (if eligible) or go without income.
Weeks 2-6 (Starting Day 8)	Maternity Leave / Disability Leave Benefits	Up to 60% weekly earnings depending on your state.

FMLA: Family and Medical Leave Act is a federal law that provides job protection for up to 12 weeks. This Federal law is also only job protection, and not income replacement. Premier is in compliance with FMLA. For more information on FMLA, please visit <https://www.dol.gov/general/topic/benefits-leave/fmla>

